

# Ethics in Action: Answer Key

## Principle 1: Non-Discrimination

**Scenario 1 of 4:** Is Janet's decision not to hire the sign language interpreter consistent with the Non-Discrimination Principle?

- ☐ Yes, it is consistent with the Non-Discrimination Principle.  
☒ **No, it conflicts with the Non-Discrimination Principle.**

*Janet's decision not to hire the sign language interpreter requested by a program participant is discrimination. In addition, Janet's decision may also be against the law. Janet will need to figure out how to cover the sign language interpreter's fee. For example, she might consider holding her training in a facility with no rental fee and/or soliciting donated refreshments.*

**Scenario 2 of 4:** Is Cameron's decision not to hire the expert consistent with the Non-Discrimination Principle?

- ☒ **Yes, it is consistent with the Non-Discrimination Principle.**  
☐ No, it conflicts with the Non-Discrimination Principle.

*Cameron's decision to do whatever he can to provide this workshop for free to the low-income focus population is consistent with the Non-Discrimination Principle. Although he knows that participants would benefit from the speaker, he realizes that potential benefits do not outweigh costs of charging a registration fee and making the workshop less accessible.*

**Scenario 3 of 4:** Is Anthony's decision to hold the town hall meeting on a religious holiday consistent with the Non-Discrimination Principle?

- ☐ Yes, it is consistent with the Non-Discrimination Principle.  
☒ **No, it conflicts with the Non-Discrimination Principle.**

*Anthony's decision to hold a large community event on a religious holiday conflicts with the Non-Discrimination Principle. This decision denies some community members access to the town hall meeting based on their religion. If Wednesday is the only day of the week that works for the entire coalition, they could consider meeting one week later than proposed. Alternatively, if it is necessary to stick to a timeline, they could consider whether all coalition members really need to attend. If not, they could pick a different day of the week.*

**Scenario 4 of 4:** Is Dena's decision to dismiss this curriculum consistent with the Non-Discrimination Principle?

- ☒ **Yes, it is consistent with the Non-Discrimination Principle.**  
☐ No, it conflicts with the Non-Discrimination Principle.

*Dena's decision to dismiss a curriculum based on input from community members is consistent with the Non-Discrimination Principle. As a culturally competent prevention professional, Dena shows sensitivity and responsiveness to their input about the curriculum, even though her colleague thinks the curriculum could work.*

## Principle 2: Competence

**Scenario 1 of 3:** Is Malik's decision to seek help from Delia consistent with the Competence Principle?

- ☒ **Yes, it is consistent with the Competence Principle.**  
☐ No, it conflicts with the Competence Principle.

*Malik's decision is consistent with the Competence Principle. Malik was struggling with a professional responsibility and realized that he needed some guidance to get his community's media campaign running. It took some time, but he identified an experienced and competent prevention professional who agreed to meet with him during the start-up phase of this initiative. Seeking professional support, including appropriate supervision and mentoring, is a key strategy for developing and maintaining competence in prevention.*

**Scenario 2 of 3:** Is Leo's decision to accept his supervisor's budget decisions consistent with the Competence Principle?

- ☐ Yes, it is consistent with the Competence Principle.  
☒ **No, it conflicts with the Competence Principle.**

*Leo's decision conflicts with the Competence Principle. He has an ethical obligation to report any unethical conduct or practice on the part of another prevention professional, even his own supervisor. Leo can express his concern about the inappropriate use of program funds to his supervisor. If his supervisor does not change this behavior, Leo should report the unethical practice to the agency director, funding agency, or some other appropriate regulatory body.*

**Scenario 3 of 3:** Is Anna's decision to skip the training consistent with the Competence Principle?

- ☐ Yes, it is consistent with the Competence Principle.  
☒ **No, it conflicts with the Competence Principle.**

*Anna's decision to skip the training conflicts with the Competence Principle. Even highly skilled and experienced prevention professionals have room to learn and grow, as well as an ethical obligation to continually build their prevention-related expertise.*

## Principle 3: Integrity

**Scenario 1 of 4:** Are Deb's actions consistent with the Integrity Principle?

- ☒ **Yes, her actions are consistent with the Integrity Principle.**  
☐ No, her actions conflict with the Integrity Principle.

*Deb has acted consistently with the Integrity Principle by being honest and revealing her affiliation with one of the programs she is recommending.*

**Scenario 2 of 4:** Are Kim's actions consistent with the Integrity Principle?

- ☐ Yes, her actions are consistent with the Integrity Principle.  
☒ **No, her actions conflict with the Integrity Principle.**

*Kim's actions conflict with the Integrity Principle. She would need to provide a reference for the research findings in her slide presentation. Before including the photos, she would also need to obtain permission from the photographer, unless the website where she found the images clearly indicates that copyright permission is not required.*

**Scenario 3 of 4:** Is Jermal's decision consistent with the Integrity Principle?

- ☐ Yes, it is consistent with the Integrity Principle.  
☒ **No, it conflicts with the Integrity Principle.**

*Jermal's decision conflicts with the Integrity Principle. According to this principle, prevention professionals are expected to be supportive of assistance and treatment when it comes to their colleagues and service recipients. Jermal, therefore, has a responsibility to share with Sam his concerns about Sam's drinking.*

**Scenario 4 of 4:** Is Michele's decision to indicate that she is certified consistent with the Integrity Principle?

- ☐ Yes, it is consistent with the Integrity Principle.  
☒ **No, it conflicts with the Integrity Principle.**

*Michelle's decision conflicts with the Integrity Principle. On her application, Michele should have honestly stated the status of her credential and should now inform her employer.*

## Principle 4: Nature of Services

**Scenario 1 of 4:** Is Evelyn's decision to form and collaborate with an advisory board comprised of seniors consistent with the Nature of Services Principle?

- ☒ **Yes, it is consistent with the Nature of Services Principle.**

- ☐ No, it conflicts with the Nature of Services Principle.

*Evelyn's decision to involve members of her focus population in prevention planning is consistent with the Nature of Services Principle. While it may take more time to get the program up and running, involving seniors in the planning is much more likely to yield a program that will be successful.*

**Scenario 2 of 4:** Is David's dating decision consistent with the Nature of Services Principle?

- ☐ Yes, it is consistent with the Nature of Services Principle.  
☒ **No, it conflicts with the Nature of Services Principle.**

*David's decision to start dating Alexis conflicts with the Nature of Services Principle. David is ethically obligated to maintain appropriate professional boundaries and non-exploitive relationships with all service recipients.*

**Scenario 3 of 4:** Is Shondra's decision to use a consent form that describes the program, but does not mention data collection, consistent with the Nature of Services Principle?

- ☐ Yes, it is consistent with the Nature of Services Principle.  
☒ **No, it conflicts with the Nature of Services Principle.**

*Shondra's decision to omit information from the consent form about her plan to collect data from youth participants conflicts with the Nature of Services Principle. Shondra must obtain informed consent before collecting data from youth participants about their substance use behaviors and relationships. To do this, Shondra must fully explain the research activity and ensure that she has consent from the youth and/or their parents/guardians.*

**Scenario 4 of 4:** Is Ava's decision to conduct background checks for all youth leadership retreat staff, both paid and unpaid, consistent with the Nature of Services Principle?

- ☒ **Yes, it is consistent with the Nature of Services Principle.**  
☐ No, it conflicts with the Nature of Services Principle.

*Ava's decision to conduct background checks on all paid staff and volunteers is consistent with the Nature of Services Principle. While she cannot eliminate the potential for harm to service recipients, Ava is doing all that she can to mitigate the risk. Ava should also encourage her agency to expand its policy to require background checks for volunteers in addition to agency staff.*

## Principle 5: Confidentiality

**Scenario 1 of 4:** Based on the laws described in the Confidentiality Principle, can Abigail disclose her observations and concerns about Joshua to the guidance counselor without Joshua's consent?

- ☒ **Yes, Abigail can disclose her observations and concerns.**  
☐ No, Abigail cannot disclose her observations and concerns.

*Abigail can share her observations and concerns about Joshua since she does not know for sure that he is engaging in substance use behavior. She would only need Joshua's consent to speak about his substance use behavior if she had definitive knowledge of that behavior (e.g., Joshua disclosed this information to her).*

**Scenario 2 of 4:** Based on the laws described in the Confidentiality Principle, should Isabella disclose her concern for Darcy's health and safety without Darcy's consent?

- ☒ **Yes, Isabella should disclose her concern.**  
☐ No, Isabella should not disclose her concern.

*Isabella must disclose her concerns about Darcy to an appropriate authority and get Darcy the help and support she needs. This health-related emergency is a clear exception to the rule of safeguarding confidential participant information; Darcy's consent to release this information is not required. Even if the group established the ground rule that "What is said here stays here," Isabella should have informed its members of the exceptions to this rule—including harm to self or others.*

**Scenario 3 of 4:** Based on the laws described in the Confidentiality Principle, should Derek unlock the cabinet and disclose the information in his records to the sheriff?

- ☐ Yes, Derek should unlock the cabinet and disclose the information in his records.  
☒ **No, Derek should not unlock the cabinet and disclose the information in his records.**

*Derek should not unlock the cabinet and share his records with the sheriff at this time. A search warrant alone is not enough to require or even permit the disclosure of confidential information. A court can require a person, program, or agency to disclose confidential information only after following certain procedures as specified in 42 CFR Part 2. Derek needs more information, including good cause as determined by the program supervisor, before giving the sheriff access to confidential participant information.*

**Scenario 4 of 4:** Based on the laws described in the Confidentiality Principle, should Miles disclose this information without the youth's consent?

- ☒ **Yes**  
☐ No

*Miles must disclose this evidence of child abuse to the proper child welfare authorities. Child abuse and neglect is always an exception to the rule of safeguarding confidential participant information. Prevention professionals do not need written consent to release confidential information to help protect participants against abuse or neglect.*

## Principle 6: Ethical Obligations for Community and Society

**Scenario 1 of 3:** Is Jen's decision to remain silent, and not contact the police or the friend's parents, consistent with the principle Ethical Obligations for Community and Society??

- ☐ Yes, it is consistent with the Ethical Obligations Principle.
- ☒ **No, it conflicts with the Ethical Obligations Principle.**

*Jen's decision conflicts with the Ethical Obligations principle. Underage drinking is illegal, and because of what Jen knows about the effects of underage drinking she should have taken some action such as calling the police or the parents, or disbanding the party.*

**Scenario 2 of 3:** Are Luciana's actions consistent with the Ethical Obligations Principle?

- ☒ **Yes, her actions are consistent with the Ethical Obligations Principle.**
- ☐ No, her actions conflict with the Ethical Obligations Principle.

*Luciana's actions are consistent with the Ethical Obligations principle. Providing information is not lobbying as long as Luciana does not reference a specific piece of legislation. In this case she is educating the decision-makers, not urging them to vote one way or another.*

**Scenario 3 of 3:** Are Kira's actions consistent with the Ethical Obligations Principle?

- ☒ **Yes, her actions are consistent with the Ethical Obligations Principle.**
- ☐ No, her actions conflict with the Ethical Obligations Principle.

*Kira's actions are consistent with the Ethical Obligations principle. This would be considered lobbying if she held up signs in support of a political candidate as part of her work. However, Kira can show support for any political candidate she wants on her own personal time as a private citizen.*